

Real Colors®
Coaching Colors
for Success
two pages

Understanding the concepts behind **Real Colors®** is a useful tool for persons in positions of leadership and supervision. Coaching staff members to do their best work is a challenge when everything is running smoothly. Coaching the same employees when things are not running smoothly is an even greater challenge. The following tips can assist leaders and supervisors in coaching staff to success.

BLUE

- Reassure Blues of their self-worth
- Provide criticism in ways that make Blues feel part of the team/us
- Recognize their accomplishments
- · Accept who they are
- Provide a harmonious environment for Blues

Provide opportunities for Blues to:

- Demonstrate their creativity
- Help others
- Please those in authority
- Have positive social interaction and build relationships
- Demonstrate their ability to communicate
- Motivate and add enthusiasm to the work group

GOLD

- Provide consistency
- Give Golds clear and specific feedback
- Establish clear rules and regulations
- Provide Golds with concrete rewards for success (certificates, formal recognition, etc.)
- · Make Golds feel they are an important part of the work group and community
- Recognize their adherence to standards and regulations

Provide opportunities for Golds to:

- Take and display responsibility
- Be of service to others
- Demonstrate their leadership abilities
- Organize things or people
- Be responsible, loyal and industrious

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GREEN

- Provide feedback to Greens on the quality of their work
- Recognize a Green's capabilities and ideas that go above and beyond routine expectations
- Provide them with assistance in choosing tasks that are difficult and challenging, but achievable
- · Set reasonable deadlines
- Give patient answers to all their questions
- Allow them to disagree without criticism

Provide opportunities for Greens to:

- Learn and build competencies
- Build logical processes
- Display and share their competencies
- Explore options

ORANGE

- Provide Oranges with opportunities for frequent change
- Challenge their imagination
- Champion and celebrate their successes especially if taking risks and accepting challenges are part of the successes
- Reinforce your appreciation of the ability Oranges have to take risks by providing support and encouragement when things don't go exactly right

Provide opportunities for Oranges to:

- Express themselves
- Act quickly
- Defy risks
- · Use their intuition
- Have a variety of different experiences
- Build a variety of skill sets
- Try out ideas and succeed or fail without judgment or interference (unless safety requires intervention)
- Be clever

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